



**COMMONWEALTH OF VIRGINIA
DEPARTMENT OF HUMAN RESOURCE MANAGEMENT**

Benefits Administrator Memo **#17-01**

To: HR Directors
Benefits Administrators

From: State and Local Health Benefits Programs

CC: All OHB

Date: January 12, 2017

Re: State Retiree Health Benefits Program Eligibility Policy Changes for
Optional Retirement Plan (ORP) Participants

Effective January 1, 2017, there are two changes in the requirements for ORP participants to be eligible for the State Retiree Health Benefits Program upon their termination of employment. The changes are:

- ORP participants will no longer be required to take a periodic benefit from their plan.
- ORP participants must meet the age and service requirements that would be needed to receive an immediate retirement benefit under the non-ORP VRS plan for which they would have been eligible had they not elected the ORP.

This will apply to terminations effective January 1, 2017, or later. Eligibility for those who terminated employment prior to January 1 should be determined based on the policy in place at the time of their termination.

These changes are consistent with the Virginia Retirement System's recent changes in ORP participants' eligibility for the Health Insurance Credit.

Attached is a fact sheet that you can share with your ORP employees. Other related Office of Health Benefits documentation will be updated as soon as possible.

Attachment